

PROPOSAL

For Reports in 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 ratified by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020 and its amending and supplementing documents (if any);
- Pursuant to the Law on Securities No. 54/2019/QH14 ratified by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019 and its amending and supplementing documents (if any);
- Pursuant to the Charter on organization and operation of Phu Nhuan Jewelry Joint Stock Company ("**Company**"/"**PNJ**") dated February 11th, 2026 ("**Company's Charter**");
- Pursuant to the 2025 Consolidated Financial Statements of the Company audited by PwC (Vietnam) Limited;
- Pursuant to the Resolution of the Board of Directors No. 162/2026/NQ-HDQT-CTY dated March 31st, 2026.

In 2025, the Board of Directors ("BOD") performed its corporate governance functions and supervised the activities of the Executive Board in accordance with the applicable laws and the Company's Charter; and simultaneously organized the implementation of the activities of the BOD and its affiliated Committees in accordance with the assigned authority and functions, internal control, and information disclosure to ensure transparency and compliance in the Company's operations.

In accordance with the applicable laws, the Company's Charter, and the performance of corporate governance duties in 2025, the BOD respectfully submits to the General Meeting of Shareholders ("GMS") for consideration and approval of the reports in 2025 as follows:

1. Approval of the Report on activities of the BOD in 2025

Board of Directors respectfully Presenting to the General Meeting of Shareholders for approval the Board of Directors' Activity Report for 2025 and the attached Appendices, including:

- Appendix 1: Report on implementation of the Resolution of the 2025 GMS.
- Appendix 2: Report of Mr. Nguyen Tuan Hai - Independent member of the BOD on the evaluation of the activities of the BOD.
- Appendix 3: Report of Mr. Le Quang Phuc - Independent member of the BOD on the evaluation of the activities of the BOD.
- Appendix 4: Report of Ms. Tieu Yen Trinh - Independent member of the BOD on the evaluation of the activities of the BOD.

The detailed content of the Report on activities of the BOD in 2025 is attached to this Proposal.

2. Approval of the Report on activities of Independent members of The Board of Directors in the Audit Committee in 2025

The BOD respectfully submits to the GMS for approval the Report on activities of Independent members of The Board of Directors in the Audit Committee in 2025.

The detailed content of the Report on activities of Independent members of The Board of Directors in the Audit Committee in 2025 is attached to this Proposal.

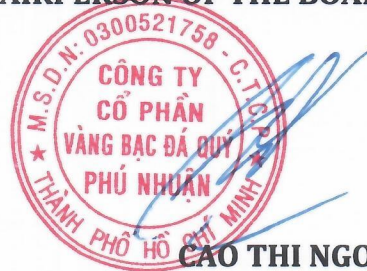
3. Approval of the 2025 Financial Statements of the Company audited by PwC (Vietnam) Limited

The BOD respectfully submits to the GMS for approval the 2025 Financial Statements of the Company (separate and consolidated) audited by PwC (Vietnam) Company Limited (which were disclosed on the Company's website at the link <https://www.pnj.com.vn/quan-he-co-dong/bao-cao-tai-chinh/> on March 18th, 2026).

The BOD respectfully submits to the GMS for consideration and approval of the aforementioned matters.

Respectfully submitted.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON OF THE BOARD OF DIRECTORS**



CAO THI NGOC DUNG